

GENDER PAY GAP REPORT 2022

Established in 1979, LWC Drinks Ltd has grown from a small start up to the “fastest growing privately owned drinks company in the UK.”

We consider our success the product of our philosophy; not to sell brands on behalf of brand owners, but to buy on behalf of our customers.

With over 40 years of experience, 10,000 on-trade customers and employing over 1,300 members of staff across 15 sites, we pride ourselves on providing the best possible service available in the industry through every facet of our business, and making a real difference.

At LWC, we value our employees and place a great emphasis on creating an encouraging and supportive working environment with equal opportunities of progression for both male and female employees.

We offer training and development programmes across the business, with both management training courses and support in achieving role specific qualifications across all areas of the business.

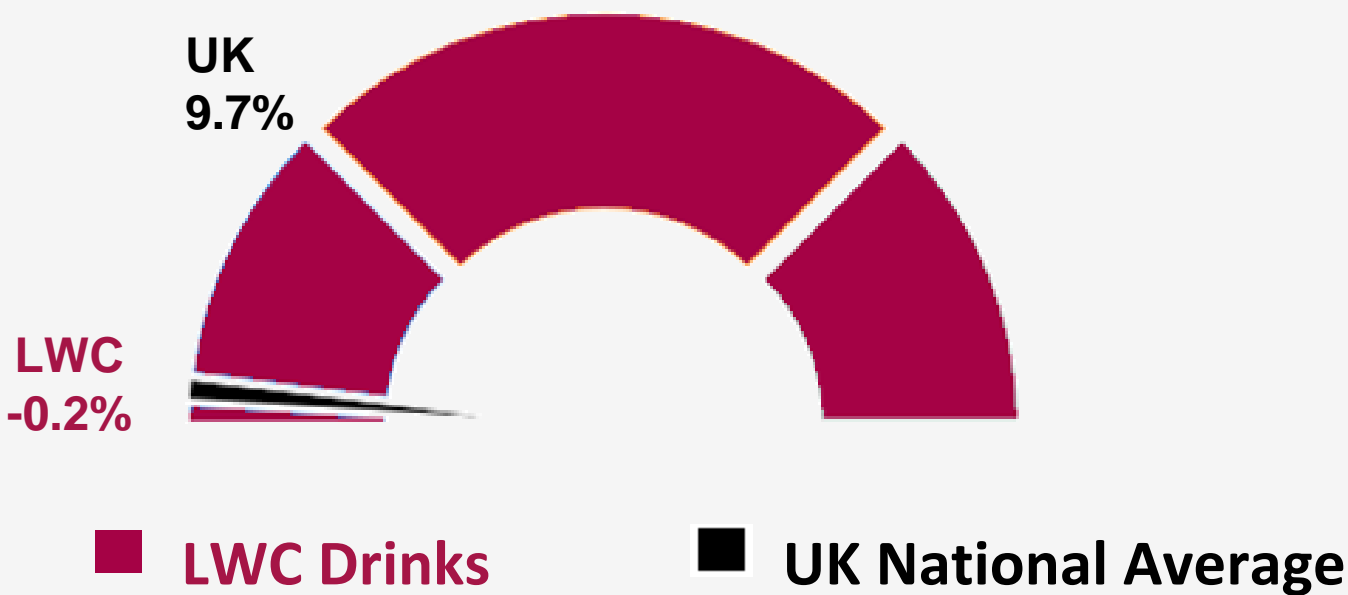
ORDINARY PAY GAP: MEDIAN

LWC Drinks’ Gender Pay Gap report based on the snapshot date of 5th April 2022.

In 2022, our Gender pay gap for median gross hourly earnings was -0.2%. The negative percentage shows that females at LWC Drinks Ltd typically earn slightly more than males, with an average pay of 0.2% more than male employees per hour.

This is down 6.4% on the figure from 2021, which was -6.6%, showing a positive reduction in the Company’s gender pay gap.

The UK National Average still remains at a much higher gender pay gap for median gross hourly earnings, at 9.7%, showing that across the rest of UK businesses, male employees continue to be paid a higher hourly pay.



In addition to our difference in median pay, we can also look at the ordinary pay gap for mean pay, which looks at the difference between the mean average hourly pay for men and the mean average hourly pay for women. In 2022, LWC Drinks Ltd had a mean ordinary pay gap of 1.6%. In contrast to the median pay gap, this shows that on average, men at LWC Drinks Ltd are paid 1.6% more than women. This suggests that the pay gap is very low, but work needs to continue to reduce this further.

These figures have improved significantly since before the covid outbreak, where the mean pay gap was reported at 5.3%. However, whilst this is a positive result, consideration needs to be applied to the fact that mean pay can be distorted by very high or low hourly pay (or bonuses), which is why it is beneficial to also take into account the median pay gap, which looks more at what the ‘typical’ situation is.

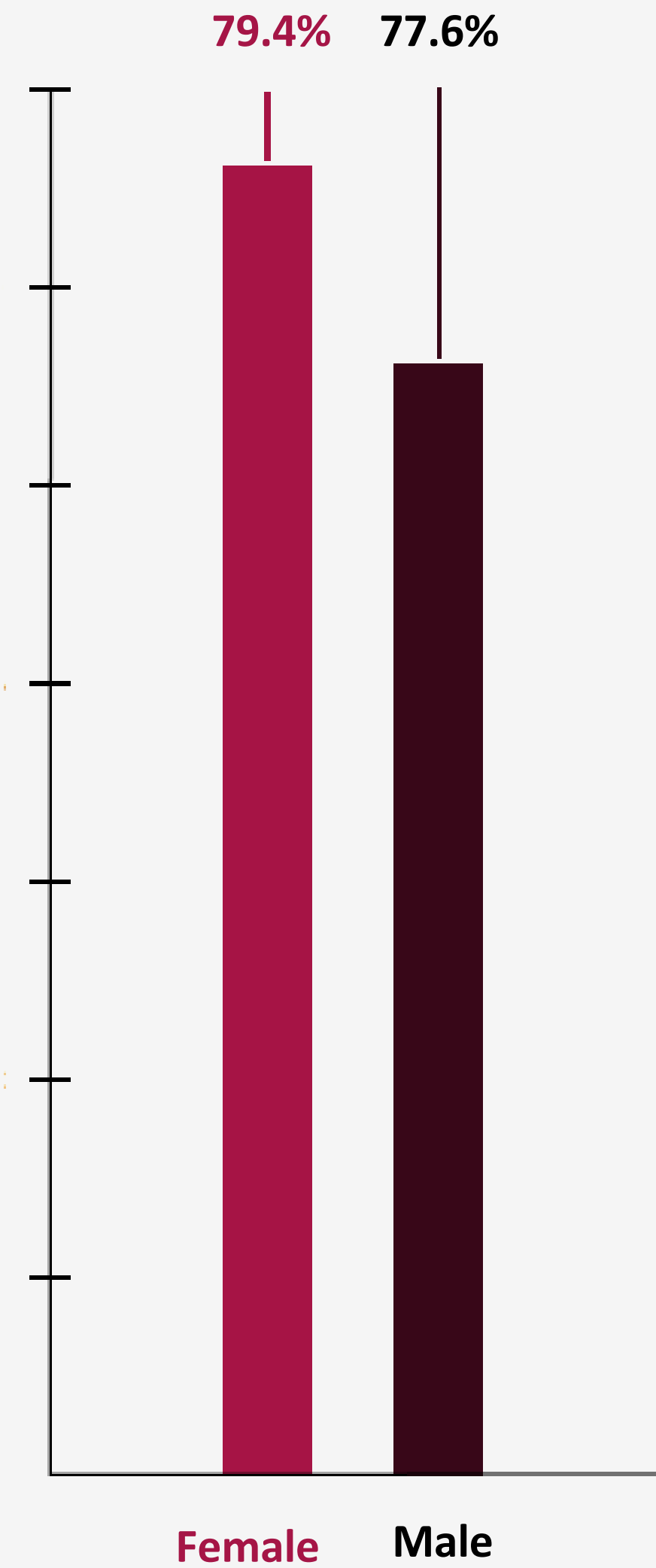
BONUS PAYMENTS

This includes any bonuses or commission paid to employee at the snapshot date of 5th April 2022.

The results show that there is a small difference between the number of females and males receiving a bonus, with a higher percentage of female employees currently receiving more bonuses than male employees at LWC Drinks Ltd.

The figures to the right are significantly higher than reported for 2021, where bonuses were paid out to a much lower 6.6% of males and 5.6% of females; largely due to the effects of the Covid-19 pandemic.

It is also important to consider the impact of temporary factors such as this when analysing the statistics on average earnings, including bonuses.

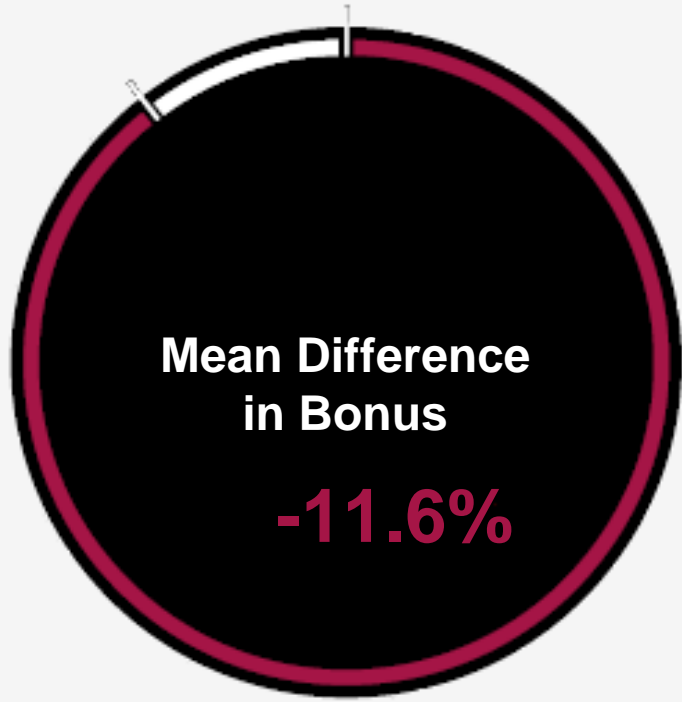
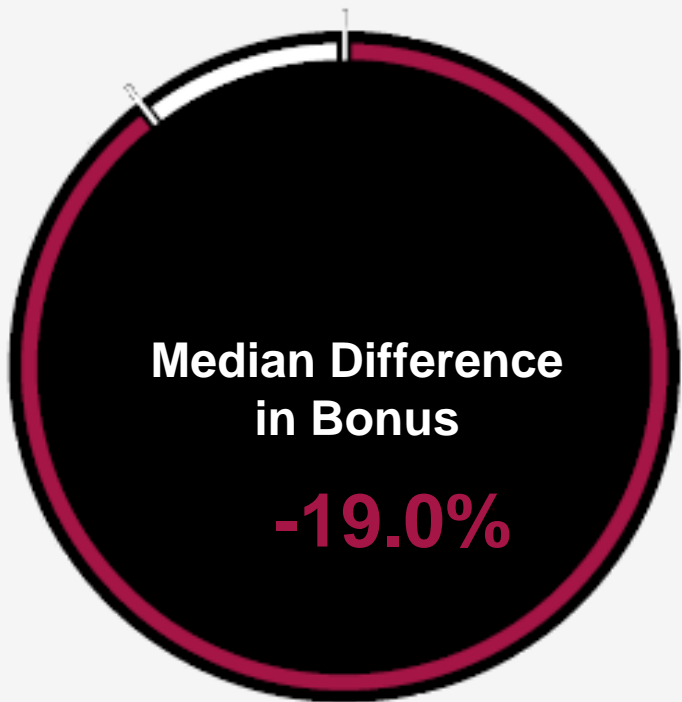


BONUS PAYMENTS

Looking into the bonus payments in more detail, the figures for 2022 highlight a reduction in the disparity in average bonus payments to the previous year, with a median difference in bonus of -19.0%, a decrease of 70.5% in the difference of bonus payments since 2021.

However this still shows that overall, typically employees who are men have lower paid bonuses than employees who are women at LWC Drinks Ltd.

The mean difference in bonus was actually -11.6%, another significant shift from last year, which was 31.2%. However caution should be used in interpreting this data due to the effects of Covid and the fact very few employees overall actually received a bonus during 2021.



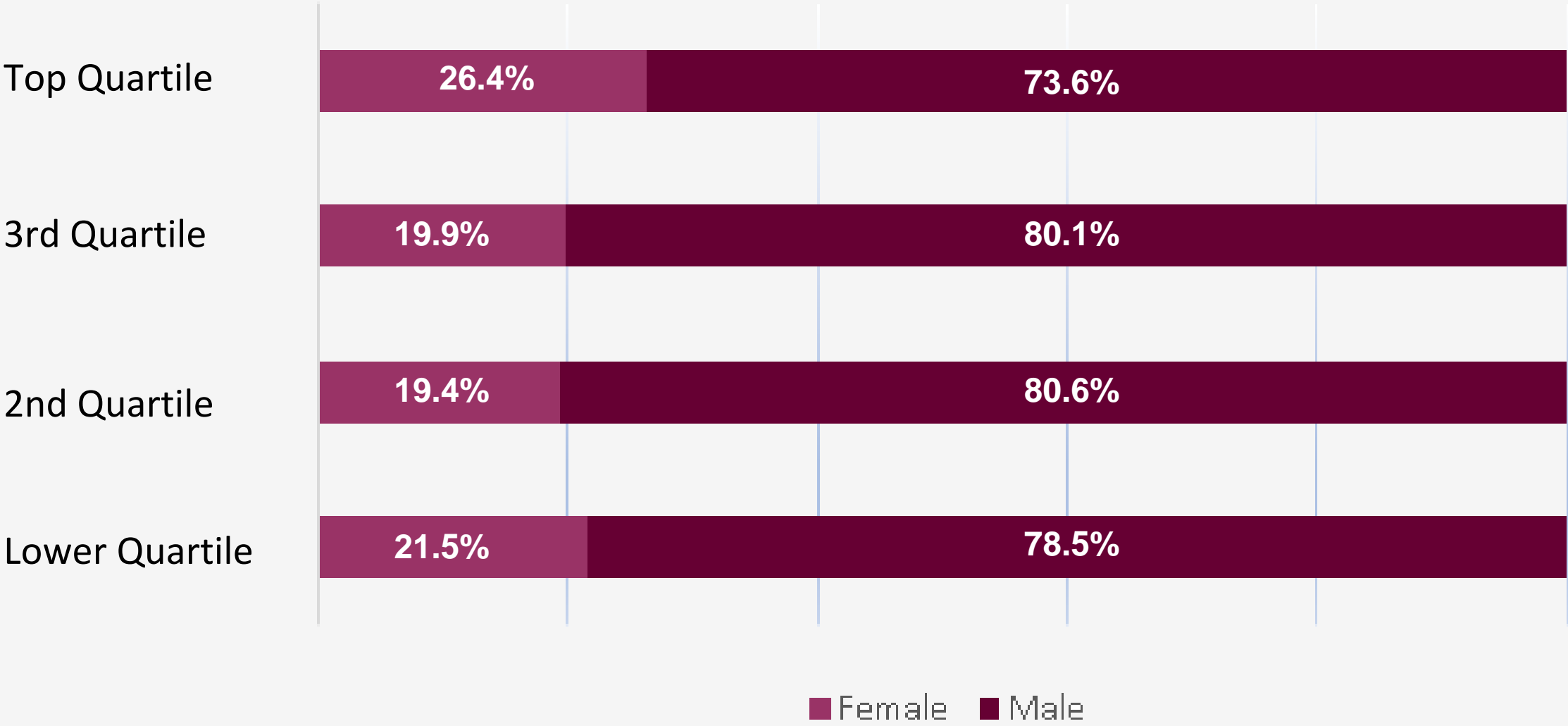
The median pay gap for bonuses is likely to be impacted by the fact that LWC Drinks Ltd does have a naturally higher intake of male employees in the large operational, distribution side of the business, which includes lower paid job roles. In addition to this, there has been a consistent increase in female employees in the top pay quartiles in previous years. Whilst LWC Drinks Ltd works to ensure an equal bonus entitlement across male and female employees, the value of these bonuses will differ depending on the annual salary of each employee and the bonus entitlement will vary between different job roles within the business.

PAY QUARTILES

LWC Drinks has a consistent gender pay gap within each quartile band based upon ordinary pay.

Due to the business being predominantly distribution based, many of the warehouse and driver roles are male dominated professions. In addition, many of the senior Depot Manager roles are male due to the progression from warehouse positions within the Company.

Since the Company Gender Pay Gap Report for 2018 was published, we have seen a steady increase in the number of female employees, particularly in the top quartiles. However, following the return from Covid the business has gone from strength to strength, increasing profitability and opening new depots, which has invariably increased the percentage of male staff. In comparison to 2021, the number of females in the top 3 quartiles has decreased, however steps have been taken when opening our new depots to increase the number of females within our distribution positions.



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LWC Drinks Ltd proactively works to encourage equality in the workforce and offers varied training and development opportunities for both male and female employees to progress within the Company.

We continue our work in ensuring that pay is paid equally and appropriately for the role carried out and utilise our gender pay gap results to further encourage equality.